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1st Quarter 2020

Employer focused newsletter keeping you updated on all things OMNI.

Did you know U.S. OMNI now offers HR Compliance Services?









ACA

COBR

FMI A

HR NOTICES

U.S. OMNI's HR compliance services provide an array of full administration services, including ACA, FMLA, COBRA administration, distribution of required employer notices, and customized benefit plan documents. These services enable a seamless and efficient onboarding process through ONE SOURCE and ONE SECURE PORTAL. Your staff can continue to utilize the same OMNI secure portal for both retirement plan administration and benefits compliance services.

For assistance and questions regarding our new HR compliance services, OMNI has created a Client Relations Manager (CRM) Team. The CRM team consists of several members of our Compliance Department here at OMNI. Among them, Erica Wheat, Tracy Kleisley, and Erik Hyde, who have decades of compliance experience.

Each member of OMNI's Client Relations Team has undergone extensive training to gain a Certified Processional Compliance Administrator (CPCA) credential. This has ensured their ability to assist with any questions relating to the Affordable Care Act (ACA) compliance, as well as FMLA and COBRA administration.

"HR Compliance services like ACA tracking and FMLA administration mesh perfectly with the 403(b) and 457(b) services utilized by most OMNI clients. Our CPCA designation ensures that we can help our clients benefit from these services," says Tracy Kleisley.

Contact your assigned CRM regarding any 403(b), 457(b), or HR Compliance matter today using the contacts listed to the right.

FOLLOW SOMNI for valuable 403(b), 457(b) and HR compliance service news & information



GAIN ACCESS TO:

- New service offerings
- Industry articles
- Tradeshow announcements
- Newsletters
- Webinar information
- Educational materials

Keep an eye out for promotions and contests to win great prizes!



@U.S.OMNI



@Omni403b



Meet OMNI's Client Relations Managers



Tracy Kleisley 877.544.6664 x 168 tkleisley@omni403b.com

Erik Hyde 877.544.6664 x 150 ehyde@omni403b.com

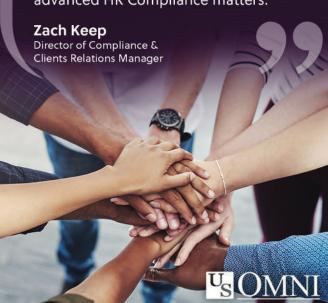




Erica Wheat 877.544.6664 x 296 ewheat@omni403b.com

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Erica, Tracy, and Erik have decades of compliance experience between them. In their new role, they will continue to assist their clients with day-to-day 403(b) and 457(b) concerns, as well as more advanced HR Compliance matters.



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New Regulations to Make Note of

403(b)

As of January 1, 2020:

- No longer a 6 month suspension of contribution after a hardship withdrawal.
- · No loan requirement prior to obtaining a hardship.
- A new option for a hardship withdrawal relating to a FEMA disaster.
- Non-elective/matching contributions can be included in hardship amount if held in certain accounts.
- Required Minimum Distribution (RMD) age has increased from 70 ½ years to 72 years old.
- A new distribution option that permits a one time \$5,000 distribution for the birth or adoption of a child.

The IRS recently issued new regulations impacting 403(b) and 457(b) retirement plans. Below are some key takeaways.

As of January 1, 2020:

457(b)

- A plan sponsor may permit in-service withdrawals at age 59 ½ instead of 70 ½.
- There is no longer a 6 month deferral suspension of contributions after an unforeseeable emergency.



Look for U.S. OMNI at these upcoming conferences

March 10 | MASBO Solutions Fair

March 17 - 20 | Pennsylvania ASBO

March 29 - April 1 | California ASBO

April 15 - 17 | Nebraska ASBO

April 15 - 17 | Colorado ASBO

April 20 - 21 | Utah ASBO

April 21 - 23 | Michigan SBO

April 21 - 23 | Southeastern ASBO

April 21 - 24 | Ohio ASBO

April 22 - 24 | Kansas ASBO

May 5 - 8 | Washington ASBO

May 6 - 8 | Indiana ASBO

Dedicated Specialists





Client Relations Manager

Remittance Specialist